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L B J State Office Building

Bob Bullock

Comptroller of Public Accounts

Austin, Texas 78774

May 10, 1979

Hector P. Garcia, M. D. President American G. I. Forum 2601 Morgan Street Corpus Christi, Texas 78405

Dear Dr. Garcia:

When the people of Texas elected me Comptroller, I promised to be an equal opportunity employer.

I've kept the promise.

Attached is a report showing many details about our employment achievements. The bottom line says:

- . . . Black and Spanish-surnamed male and female employees have increased 500 percent.
- . . . All women employees have increased 240 percent.

Clearly the Comptroller's office has far outdistanced all other state agencies in making equal opportunity a reality.

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Comptroller of Public Accounts

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Encl. Report

EQUAL OPPORTUNITY STATUS REPORT

A Statistical Report Prepared for The Honorable Bob Bullock Comptroller of Public Accounts State of Texas

by Lewis Conway and Becky Joffrion

Equal Opportunity Division

May 4, 1979



Comptroller

COMPTROLLER OF PUBLIC ACCOUNTS STATE OF TEXAS AUSTIN, 78774 May 4, 1979

The Honorable Bob Bullock Comptroller of Public Accounts LBJ State Office Building Austin, Texas 78774

Dear Bob:

As the fourth anniversary of our Conciliation Agreement nears, you can be proud of the progress the Comptroller's Department has made in hiring and retaining minority and women employees.

The statistics of this report can be summarized in one line: Our minority hiring has increased approximately 500 percent!

This is an outstanding attainment and definitely moves this agency from being the worst to being the best in state government. Certainly, we still have goals to reach, but the performance of the past four years would indicate we will reach those goals and probably exceed them as we have in some areas.

In our May, 1975, agreement with the Equal Employment Opportunity Commission, we agreed to hire and retain 20 percent of the female and minority employees hired each year. This was done to ensure we would reach 100 percent of our goals in 5 years, and be on target by 1980. In fact, we are only short two percent of our state-wide goals of twelve percent Blacks and fifteen percent Spanish surnamed. This area has shown the greatest gain because although we have only increased our total workforce by approximately 90 percent, our minority employees have increased by 500 percent. This increase included 461 additional minority employees, whose training and utilization throughout our entire Agency has contributed to increased state revenues and a quality of taxpayer service heretofore unequalled by your predesessor, nor any other agency in state government.

We further promised to bring parity to our workforce in the professional category (which includes enforcement officers, accounts examiners and auditors). Finally, Bob, we agreed that one-half of all new hires in the administrative and official category would be minorities and women (these include Assistant Comptrollers, Division Directors, Assistant Directors). These areas will receive our major emphasis in the year ahead.

Sincerely,

Lewis Conway EEO Division

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| | White Male | Black Male | Hispanic Male | White Female | Black Female | Hispanic Female | TOTAL |
|----------------------------|--|------------|---------------|--------------|--------------|-----------------|-------|
| 1975 | ······································ | | | | | | |
| Administrative/Official | 50 | 1 | 1 | 5 | 1 | 0 | 58 |
| Percentage of Total (58) | 86% | 2% | 2% | 8% | 2% | 0% | 100% |
| Professional | 605 | 27 | 45 | 140 | 13 | 8 | 838 |
| Percentage of Total (838) | 72% | 3% | 5% | 17% | 2% | 1% | 100% |
| 1976 | | | | | | | |
| Administrative/Official | 53 | 1 | 3 | 6 | 1 | 0 | 64 |
| Percentage of Total (64) | 82% | 2% | 5% | 9% | 2% | 0% | 100% |
| Professional | 745 | 79 | 122 | 301 | 46 | 19 | 1302 |
| Percentage of Total (1302) | 56% | 6% | 9% | 23% | 4% | 1% | 100% |
| 1977 | | | | | | | |
| Administrative/Official | 49 | 1 | 1 | 4 | 1 | 0 | 56 |
| Percentage of Total (56) | 87% | 2% | 2% | 7% | 2% | 0% | 100% |
| Professional | 695 | 69 | 135 | 308 | 40 | 23 | 1277 |
| Percentage of Total (1277) | 54% | 5% | 11% | 24% | 3% | 2% | 100% |
| 1978 | *** *** **** | | | | | | |
| Administrative/Official | 56 | 2 | 1 | 6 | 1 | 0 | 66 |
| Percentage of Total (66) | 85% | 3% | 1.5% | 9% | 1.5% | 0% | 100% |
| Professional | 737 | 81 | 135 | 358 | 44 | 25 | 1384 |
| Percentage of Total (1384) | 53% | 6% | 10% | 26% | 3% | 2% | 100% |
| 1979 | | | | | | | |
| Administrative/Official | 55 | 2 | 1 | 5 | 1 | 0 | 64 |
| Percentage of Total (64) | 86% | 3% | 1.5% | 8% | 1.5% | 0% | 100% |
| Professional | 718 | 83 | 142 | 364 | 47 | 30 | 1389 |
| Percentage of Total (1389) | 52% | 6% | 10% | 26% | 3% | 2% | 100% |

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ADMINISTRATIVE/OFFICIAL AND PROFESSIONAL WORKFORCE, 1975-1979

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Equal Opportunity Status Report May 4, 1979

Hispanic White Black White Black Hispanic TOTAL Female Other Female Male Other Female Male Male 1974 1218 32 3 40 1 421 17 27 Number 677 100% 0% 3% 35% 1% 2% 3% 0% 56% % of Total 1975 1366 0 41 49 51 478 Number 696 47 4 0% 100% 3% 35% 4% 51% 3% 4% 0% % of Total 1976 2 2030 98 697 116 Number 863 105 141 8 100% 0% 5% 34% 6% 43% 5% 7% 0% % of Total 1977 2009 4 709 98 114 Number 828 94 155 7 0% 100% 5% 6% 0% 35% 41% 5% 8% % of Total 1978 141 136 6 2325 168 855 Number 903 111 5 100% 0% 37% 6% 6% 0% 7% % of Total 39% 5% 1979 2316 6 Number 878 174 5 850 143 145 115 0% 100% 6% 6% % of Total 38% 5% 8% 0% 37%

TOTAL WORKFORCE, 1974-1979

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May 4, 1979

RECAPITULATION -- EQUAL OPPORTUNITY STATUS REPORT

What We Agreed To Do

In the Conciliation Agreement signed May 30, 1975, the time period to achieve parity selected by the State Comptroller's Office was five years. We agreed each year to hire and retain 20% of the total number of minorities and females necessary to meet our long range goals. We agreed to make every attempt to reach parity in each job category by 1980.

Our goal is to have our workforce reflect statewide figures: Blacks, 12%; Hispanics, 15%; and females, 38%.

What We Have Done

Overall, we have brought our total workforce up from 3% Black, 6% Hispanic, and 39% female at the end of 1974 to 11% Black, 14% Hispanic and 49% female at the beginning of 1979. This represents an increase of 461 additional minority employees since 1974 (from 116 to 577).

Although our total number of employees has only increased by 90%, we have increased minority employees by 500%. We have added 214 Blacks and 247 Hispanics to the total workforce since January, 1975.

Participation by females in the agency has also increased from 473 female employees at the end of 1974 to 1144 in January, 1979. These additional 671 female employees represent an increase of 240%.

Significant improvement can also be shown in minority and female participation in agency operations at the professional level. The makeup of professional employees has increased from Blacks, 5%; Hispanics, 6%; and females, 20%, in 1975 to Blacks, 9%; Hispanics, 12%; and females, 31%, in 1979.

This represents the addition of 90 Black professionals, 119 Hispanic professionals, and 280 female professionsal since 1975 - an increase of almost 200% total minorities and females in the professional category.

What We Plan To Do

The Administrative category (Division Directors, Assistant Division Directors, Mid-level Managers, etc.) has the least representation of Blacks, Hispanics, and women. In order to meet the goals set, we need to hire and promote additional employees from all three groups into this job category.

All three groups (Blacks, Hispanics, and females) are somewhat underrepresented in the Professional category (Enforcement Officers, Auditors, Planners, Analysts, etc.). The greatest disparity in this category occurs with minority females.

These areas will receive our major emphasis as far as affirmative action, promotion, and recruitment in the year ahead. Our performance in the past four years indicates that with a "good-faith effort" we should have no problems reaching our goals by 1980.